P 10 E

App. F. IX-4

Previous References.
9(C 575-42 (3,4)

1944-5
(92e)

File No. 8-44
Serial Nos. 2, 3, 5.

Later References.
9SL 149-45 (14)

GENERAL AND REVENUE SECRETARIAT

Serial Nos. 3

Part B for December 1944

SUBJECT

Bonus to the employees of the Ind. & Testing Laboratory for 1942-43

Sr No 5

Sanctions the grant of one month's pay as Bonus to employees subject to certain conditions.

J. D. Nagar
26.12.44

G. R. S. APP. F. III—1]

1941 / 1950.

GENERAL AND REVENUE SECRETARIAT.

(9fc)

NOTES.

File No. 8-44

FILE HEADING

Request sanction
Bonus to the employees of the Govt.
& Testing Laboratory for 1942-43

FROM The Dir Expl

No. 1165/I.T.L. Dated 20.9.44 Received

Diary No. 1941	Enclos.	Spare copies	Serial No.

BRIEF ABSTRACT OF LETTER

Request sanction, in the circumstances stated, for the payment of one month's pay as bonus to the employees of the Govt. & Testing Laboratory for the year 1942-43.

NOTES AND ORDERS.

Further letter no. 1206/I.T.L. dated 22-9-44 from the Dir Expl stating that the employees of the Laboratory represented about the grant of bonus & and requesting early sanction to his proposals.

Subd. The file re: grant of bonus for the year 1941-42 has been subd. separately; and the G.O. sanctioning the bonus is under issue.

The Director recommends the grant of

NOTES—First Sheet

WD 0555—GPB—3,750—28-1-39

Bonus to I.T.L. employees 1942-43

File No. Ife 8 of 1943/44 1950 | General and Revenue Secretariat

one month's pay as bonus to the employees for 1942-43, the total expenditure ~~involved~~ involved in the proposal is said to be Rs 3000/- The audit of accounts for 1942-43 has not been taken up, but the Dir. ~~estimates~~ furnishes an approximate figure Rs 48,553/-.

Bonus for 1941-42 has been sanctioned on the basis of the figures furnished by the Dir. and the audit of accounts for that year is not yet completed. It is for consideration if also the proposed grant of bonus for 1942-43 be sanctioned through under similar circumstances. The Dir. has Subd. for orders. 1/A

JK 17/10. Maj Das Please pursue reply re 'A'. TOR 18/10/50

Subd. The references are placed below.

JK 20/10

Letter no. 1352/I.T.L. dated 7.10.46 from the Dir. C.F.C.I. stating that in view of the large profits earned by the Laboratory in 1942-43 two months' pay may be sanctioned as bonus instead of one month's pay as recommended already, & that the total expenditure on this account would be Rs 6000/-

Subd. The Directors proposal is for orders.

JK 26/10 Was not two months' pay sanctioned as bonus to the employees of the Soap factory? Refer please. TOR 27/10/50

*separated JK 3/12

D.No. 1809 Subd. to Asst Secy. 31/10.

8 The representation of the Soap factory have been put up separately with the file re. bonus to employees of that Factory. A bonus of two months' pay was sanctioned to the employees of the Soap factory for 1941-42 and proposals for sanctioning similar labour bonus for 1942-43 & 1943-44 have been received, & Ord Regd

'K'

9 The profits earned by this concern during 1940-41 & 1941-42 were Rs 9518-0-0 and Rs 26,225-0-0 respectively working out to 2.88 % and 6.59 %. During the year 1942-43 the profits are stated to be Rs 98,553-0-0 subject to audit verification. In view of the larger percentage of profit during 1942-43 the Dir Stc Industries has recommended the grant of 2 months pay as bonus against one months pay sanctioned during the previous years.

10 Two months pay was sanctioned as bonus to the employees of the Soap factory for the year 1941-42 when the concern earned a profit of 48.01 %. Even taking the unaudited figures of the D.I.I.S. retaining the total capital, fixed & working, at Rs 3,97,750/-, the figure given for 1941-42, the percentage of profit will be a little less than 25. Hence one months pay may be sanctioned as bonus for the year 1942-43, subject to the conditions

'K'

C. F. 69]. Bonus to I.T.L. employees 1942-43 (9455/9 i)

Continuation Sheet. File No. / Current No. 44 5-44 of Page.

laid down in the G.O. & 13.10.44.

11 — Finl Secy may be consulted.

(Dep Secy) To 15.11.44

Lr Supply Ce 16/11 To 16/11

(Min. Revd / H. Lab)

13 By 17.11

14 Ce 20/11 20.11

29.11.44

(Revenue) 15 Ce 29/11 By

16 2.12.44

2/12/44 By 4/12

Draft G.O. & subd.

5/12 By

H. Secy has agreed.

Draft to Secy pushup

12/12 By 12.12

12/12

D. Bonus Add 12/12

D. 3851-2 D 12.12.44

To Dir Ste

Comptr. thro JD.

Sanctions ten years of one months pay as Bonus to Dock employees subject to certain conditions.

L

DEWAN'S OFFICE

OFFICE OF THE MINISTER FOR PUBLIC WORKS 23 NOV. No. 3948

H. Com 1979

13

18/12

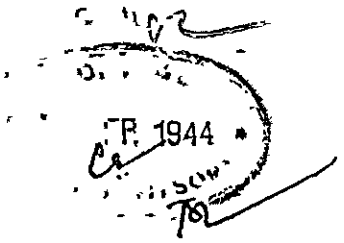
Ste 8-44-2 1941

B. VISWANATH, B.E.
DIRECTOR
ENGINEERING AND CHEMICAL INDUSTRIES

BANGALORE, Src

Dated 20th September 1944.

No. 1185/D.T.L.



The Secretary to Government,
Development Department,
Bangalore.

Sir,

I have the honour to state that in his letter No.G.819 dated 28/29th April 1943, the Government Director has recommended for sanction of Government the grant of one month's pay or wages as bonus to all the employees of the Government Industrial and Testing Laboratory out of the net profit of Rs.26,225-7-11 earned by this concern during the year 1941-42. On receipt of your letter No.D.2094 dated 11th September 1943 intimating that this recommendation may be renewed after the accounts for this period are audited by the Local Audit Staff of the Comptroller's Office, the Government Director wrote back to you in his letter No.G.446 dated 18/19th October, 1943 requesting for reasons stated therein, particularly referring to delay in audit thereby resulting in delay in payment of this bonus of 1941-42 till about the end of June 1944, that the bonus may be ordered to be paid before the accounts were audited. I am given to understand that orders of Government are not yet received on this matter. The year 1942-44 is closed and we are in 2nd quarter of 1944-45. In other concerns like the Government Electric Factory and Mysore Iron and Steel Works, bonus for 1942-43 also has already been paid. But in the case of Industrial and Testing Laboratory the claim for bonus for 1941-42 is still pending.

The audit of the accounts for 1941-42 commenced about 9 months ago and is still going on! It is not known when it would be completed. The employees are getting restive, since bonus for the subsequent year 1942-43 has already been paid by practically all the concerns- both private and Government - in and around Bangalore. Bonus for 1941-42 has already been disbursed to the employees of the Bitumen Emulsion Section in the

p.t.o

the same compound and under the control of the General Manager, Industrial & Testing Laboratory. Three months ago Against a bonus payment of about Rs.2,231/- proposed for 1941-42 the net profit realised after providing for everything is in the neighbourhood of Rs.26,225/-. I am referring to these figures just to point out that by approving this recommendation, Government will not be sanctioning the payment of bonus where a concern has not earned profits as even after providing for additions and alterations in the Balance Sheet, the result would be a surplus.

There is great demand for technical and clerical staff and labour and the scale of salaries and wages in Industrial and Testing Laboratory is very low, compared to those prevailing in other concerns. Non-payment of bonus in time is also one of the factors that contributes to resignation of trained men resulting in dislocation of work. During the year 1942-43 the net profit earned was high as Rs.~~3000/-~~ 98353 Calculating on the basis of one months wage a total sum of Rs. ~~3000~~ nearly becomes payable as bonus for this year.

In view of what has been stated above, I request that sanction of Government may kindly be obtained at an early date for the disbursement of bonus for 1941-42 and 1942-43 also pending audit of the accounts for these two years. If audit for 1941-42 is not completed, I need hardly point out that it would be a pretty long time before the accounts for 1942-43 are completed and the Balance Sheet verified. The profits for this year are in the neighbourhood of 1,00,000/- and there would be no risk if bonus of Rs.3000/- is paid out of it immediately.

I have the honour to be,
Sir,
Your most obedient servant,

Director of Engineering
& Chemical Industries.

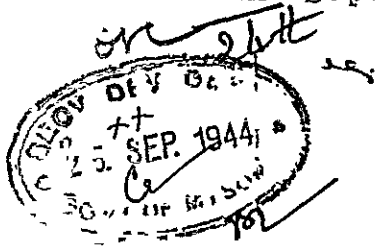
MSD)

S. VISWANATH, B.E.
DIRECTOR
ENGINEERING AND CHEMICAL INDUSTRIES

Sic 8-44-3
1950
Sec

Malleswaram P.O.
BANGALORE.

Dated 22nd September 1944.



D.O.No. 1206/I.T.L.

Dear Mr. Noronha,

I would like to invite your personal attention to my letter No.1185/I.T.L. of even date regarding payment of bonus to the staff of the Industrial and Testing Laboratory and request you to kindly obtain orders of Government as soon as possible and communicate the same. I understand the labourers of the Laboratory waited upon the General Manager to represent about the grant of bonus and it is likely they will be coming to see me in a few days. I would like to avoid any undesirable development and request you, therefore kindly to obtain and obtain and communicate the orders of Government in the matter very early.

Thanking you,

Yours sincerely,

S. Viswanath

Charles E. Noronha, Esq., M.A.,
Secretary to the Government of
His Highness the Maharaja of Mysore,
Development Department,
Camp: Mysore.

RVK)

2192 - Gen

B. VISWANATH, B.E.
DIRECTOR
ENGINEERING AND CHEMICAL INDUSTRIES

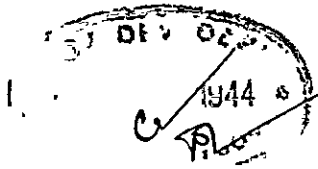
BANGALORE.

Dated 7th October 1944

1950

No. 1352/9.T.L.

The Secretary to Government,
Development Department,
Bangalore.



Sir,

In continuation of my letter No.1185, dated 22nd ~~dated~~ September 1944, relating to the payment of bonus for 1941-42, incidentally referring to the question of payment of bonus for Industrial and Testing Laboratory employees for 1942-43 also at the rate of one month's wages, I have the honour to state that the General Manager, Government Industrial and Testing Laboratory intimates that as this institution has made a profit of Rs.98,953/- during 42-43, ~~xx~~ as compared with Rs.26,225/- and Rs.12,975/- during the previous two years, bonus of two months instead of one month's wages only as in previous years may be paid to the employees.

Rcd. 29.10.44

I agree with him in this view, for the profit earned is mainly due to the initiative and incentive for work exhibited by the employees and it seem but reasonable that they should share a portion of the unusally heavy profits earned during this particular year. I may add incidentally that in the case of the Soap Factory also, a recommendation has been made for payment of 2 months wages as bonus to the employees of the Government Soap Factory for 1942-43 taking into consideration the large profits earned. The charge involved by payment of 2 months bonus comes to about Rs.6,000/-. I request kind approval of Government to this proposal.

The bonus may be paid pending the audit of the accounts for 1942-43 as this audit which is not taken up so far, is not likely to be completed before an year to come, for theaudit for 1941-42 taken up 9 months ago is I learn still going on.

Rcd.
The file has been rmbd. to the Asst. Secy. on 23.10.44, with D. no. 1950.

I have the honour to be,
Sir,
Your most obedient servant,

Director,
Engineering & Chemical Industries.

25/10

DT)

G. R. S. App. F VI—G. 2]

SUBJECT..... Bonus to employees of the Fuel & Testing Laboratory for 1942-43

5

Diary No. of letter replied to.....

General and Revenue Secretariat.

( )

the 194 .

Date of issue..... 23/12 194 .

Signed by ..... M' B

Section. Ste

File No. 8 · 44

Serial No. 5

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read— the × marginally noted letters from the Director, E&C.S. requesting sanction, in the circumstances stated, for the payment of two months' pay as bonus to the employees of the Fuel & Testing Laboratory for the year 1942-43 pending the audit of accounts of the Laboratory for that period.

× No. 1185/I.T.L. dated 20.9.44
No. 1206/I.T.L. " 24.9.44
No. 1352/I.T.L. " 7.10.44

May this be—

(i) printed ?

(ii) treated as a Standing Order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the Press ?

(iv) published in the Gazette, Kannada Part ?

Order thereon—No.

Order. D 3857-2

Govt. are pleased to sanction the grant of one month's pay as bonus to all the employees

of the Build. & Testing Laboratory for the year 1942-43 subject to the following conditions:

a) A war bonus equivalent to 1/12 (one twelfth) of the total earnings of the workers ~~in the period~~ from 1.7.42 to 30.6.43, inclusive, will be granted to all employees who were on the rolls of the Laboratory on 1.7.43 and continue to be on the rolls till the date of payment, with the exception of those who have worked for less than an aggregate period of 75 days in the said period.

b) This bonus will be calculated on earnings exclusive of dearness allowance, bonus or any other allowances.

c) Officers & or officials of govt. whose services have been lent to the Laboratory shall not be paid the war bonus

List of Enclosures

Copied by

Examined by

To
Dr Des Secy

To.
The Dir E.P.E.
The Comptr. Hors' T.D.

WD 04162—GPB—60,000—23-10-41

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS
THE MAHARAJA OF MYSORE

Read:-

The marginally noted letters from the Director of Engineering and Chemical Industries requesting sanction in the circumstances stated for the payment of two months pay as bonus to employees of the Industrial and Testing Laboratory for the year 1942-43 pending the audit of accounts of the Laboratory for that period.

1.	No.1185/I.T.L.	dated 20.9.1944
2.	" 1206/I...L.	" 24.9.1944
3.	" 1352/I.T.L.	" 7.10.1944

Order No. D 3857-2 Ftc 8-44-5

Dated, Bangalore, the 12 Decr. 1944.

Government are pleased to sanction the grant of one month's pay as bonus to all the employees of the Industrial and Testing Laboratory for the year 1942-43 subject to the following conditions:-

(a) A war bonus equivalent to 1/12 (one twelfth) of the total earnings of the workers from 1.7.1942 to 30.6.1943, inclusive, will be granted to all employees who were on the rolls of the Laboratory on 1.7.1943 and continue to be on the rolls till the date of payment, with the exception of those who have worked for less than an aggregate period of 75 days in the said period;

(b) This bonus will be calculated on earnings exclusive of dearness allowance, bonus or any other allowance;

(c) Officers or officials of Government whose services have been lent to the Laboratory shall not be paid the war bonus.

Secretary to Government,
Development Department. P.S.